

## CERTIFICATE FROM THE INSTITUTE

This is to certify that the Dissertation titled **Work-Life Balance of Dual-Career Couples**, is a bonafide work carried out by **Mr. Mohit Solanki** of MBA 2014-16 and submitted to Delhi School of Management, Delhi Technological University, Bawana Road, Delhi-110042 in partial fulfilment of the requirement for the award of the Degree of Masters of Business Administration.

Signature of Guide  
(DSM)

Signature of Head

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Place: New Delhi

Date: 4<sup>th</sup> May, 2016

## DECLARATION

I **Mohit Solanki**, student of MBA 2014-16 of Delhi School of Management, Delhi Technological University, Bawana Road, Delhi-110042 declare that the Dissertation on **Work-Life Balance of Dual-Career Couples** submitted in partial fulfilment of Degree of Masters of Business Administration is the original work conducted by me.

The information and data given in the report is authentic to the best of my knowledge.

This Report is not being submitted to any other University for award of any other Degree, Diploma and Fellowship.

Mohit Solanki

Place: New Delhi

Date: 4<sup>th</sup> May, 2016

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## **EXECUTIVE SUMMARY**

The purpose of this dissertation has been to introduce the concept of a couple-level shared identity as forming the basis for the development of dual-career couples' strategies regarding involvement in work and family roles, examining career development at the couple-level to understand how the decisions made by one member of the dyad influence the career of the other, identifying how dual career expatriates view their spouses' roles during international assignments and exploring the career choices and decisions of young professional couples and the strategies that they use to facilitate successful dual careers while attempting to balance their work and non-work lives.

The study suggested that organizations cannot view their employees in isolation, but that important transitions such as relocation, and taking on more responsibility are decisions that increasingly are made at the couple level. Employers may need to consider the dyad when offering career advancement opportunities and when implementing work-life balance programs.

Findings indicate that the importance of spousal support increases among dual career couples during international assignments. Expatriates report their spouses as having supporting, flexible, determining, instrumental, restricting and equal partner spousal roles.

Gender-based patterns appear to be giving way to different patterns based on individual career aspirations, earning capacity and motivation within a dual career (as opposed to simply dual income) household. For some young professionals challenge and balance are equally important and so their careers reflect dual priorities not challenge followed by balance as their careers evolve.

## CONTENTS

1. Introduction	1
1.1. Dual-career couples	2
1.2. Spousal roles	2
2. Objective of the study	5
3. Literature review	5
4. Research Methodology	7
4.1. Need of the study	7
4.2. Scope of the study	7
4.3. Data collection	7
5. Dual-career couples and the International Career context	8
6. Dual-careers: The new norm for Gen Y professionals	9
6.1. Generations, gender and career	11
7. Shared Identity	12
7.1. Individual role identities	12
7.2. Developing a shared identity	14
8. Consequences of the dual-career phenomena	18
8.1. Work overload	19
8.2. Role conflict and role ambiguity	20
8.3. Work-family conflict	21
9. Work-life balance, and the journey to work	22
9.1. Work-life balance: conflicting perspectives	23
9.2. The journey to work	25
10. Challenges faced by couples during international assignments	26
11. Work values and Generation Y	28
12. Dual-career strategies	29
12.1. Types of dual-career strategies	29
13. Work-life balance and flexible working	32
13.1. Travel-to-work conflicts	33
13.2. Redressing the balance	34
14. Spouse's role during international assignments	35
15. Dual-career strategies for Gen Y couples	38
16. Moderators of the identity-strategy relationship	40

16.1. Economic considerations	40
16.2. Organisational support	41
17. Findings	41
18. Conclusion	42
19. Limitations	46
20. Bibliography	46